MINUTES OF THE MEETING OF SENATE

March 15, 2024

The meeting was held at 1:30 p.m. in Great Hall, Somerville House

SENATORS:

M. Adler
E. Ansari
G. Arku
S. Bahadoor
P. Barmby
M. Bassnett
S. Beatty
G. Beckett
J. Beecroft
F. Beier
J. Binoy
M. Bordignon
N. Borradaile
E. Chamberlain
B. Cheadle
K. Choi
S. Clarke
M. Cleveland
K. Coley
R. DeKoter
S. Feagan
L. Frederking
A. Fremeth
J. Garland
E. Gillies
L. Graham
M. Green-Barteet
N. Harney
K. Henricus
R. Heyden
S. Hodgson
J. Hutter
J. Ijam
J. Jin
M. Joanisse
A. Jokhu
E. Kalaydjian
Z. Kamal
M. Kim
K. Kirkwood
D. Kotsopoulos
D. Laird
K. Lawless
J. Langille
A. Liu
D. Malloy
M. McGrath
A. Meyer
J. Minac
M. Modeski
K. Olson
T. Orchard
P. Pexman
G. Philip
S. Pitel
A. Puvirajah
L. Rehmann
D. Robinson
L. Shaw
A. Shepard
K. Siddiqui
Z. Sinel
D. Smith
C. Steeves
F. Strzelczyk
J. Sutton
J. Toswell
C. Vanderlugt
J. Welch
C. Whippey
S. Whitehead
J. Wild
J. Yoo
A. Zecevic

Observers: S. Ajak, C. Bressette, L. Cho, J. Doerksen, S. Lewis, M. Machado, M. McGlynn, V. Sarkany, C. Waugh, J. Weststar

LAND ACKNOWLEDGEMENT

J. Jin offered a Land Acknowledgement.

MINUTES OF PRIOR MEETING

ITEM 2.0 – Minutes of the Meeting of February 15, 2024

It was moved by B. Cheadle, seconded by C. Steeves,

> That the minutes of the meeting of February 15, 2024, be approved as circulated.

CARRIED

BUSINESS ARISING FROM THE MINUTES

ITEM 2.1 – Business Arising: Revisions to the Policy on "Progression Requirements – Dentistry"

Senate initially considered this proposal at its meeting on January 19, 2024. The proposal was tabled due to concerns raised. The revised proposal of the policy on "Progression Requirements – Dentistry" was presented to Senate for approval.

It was moved by C. Steeves, seconded by D. Laird,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on "Progression Requirements – Dentistry" be revised as shown in Item 2.1.

CARRIED

REPORT OF THE PRESIDENT

A. Shepard, President and Vice-Chancellor, referred to the written report provided to Senate in advance of the meeting.

A. Shepard opened his remarks by encouraging Senators to honour colleagues with different awards nominations. He acknowledged the importance of recognizing achievements and successes, and highlighted Western's commitment to promoting this culture.

A. Shepard continued his report by commenting on the reduction in the allocation of study permits to international students.

A. Shepard concluded his report by sharing information on several events that have taken place and are planned on campus, including the upcoming Spring Open House for prospective Western students.

In his final remarks, the President welcomed Emilie Kalaydjian who has been elected as

President of the University Students' Council (USC) as of May 1, 2024.

REPORT OF THE PROVOST

F. Strzelczyk, Provost & Vice-President (Academic), reported on the updates and initiatives under her portfolio and began her report by sharing information that the Faculty of Education at Western was ranked the 4th best faculty of education in Canada and 75th worldwide.

The Provost continued her report with an update on the United Way Campaign, noting that the fundraising goal was exceeded. She further reported on the progress of the budget planning process.

The Provost provided an overview of the ongoing searches for several senior leaders and expressed gratitude for E. Chamberlain's leadership, welcoming A. Botterell as Acting Dean of the Faculty of Law commencing July 1, 2024. Additionally, she advised Senators that Ileana Paul has agreed to serve as Acting Dean of the Faculty of Arts and Humanities for a two-year term beginning July 1, 2024.

In concluding her report F. Strzelczyk shared the percentage of job offers accepted by Brescia staff and faculty, along with outlining the efforts made to support Brescia students.

REPORT OF THE VICE-PRESIDENT (RESEARCH)

P. Pexman, Vice-President (Research), provided an update on Western's research activities and began her remarks by highlighting the importance of interdisciplinarity in research and collaboration. She commented on Western's ongoing efforts to advance interdisciplinarity, along with building research capacity to enhance individual and collective success.

In the second part of her report, P. Pexman provided information on the awards and distinctions, including the recent Annual Western Research Award celebration. She concluded the report with an announcement of the six new Canada Research Chairs named at Western and a brief update on research funding.

ITEM 6.1 – Faculty of Health Sciences: Amendments to the Faculty Council Constitution - Composition and Rules of Procedure

On behalf of the Operations/Agenda Committee, E. Chamberlain presented the Amendments to the Faculty Council Constitution - Composition and Rules of Procedure for approval.

It was moved by E. Chamberlain,

> Conditional on Senate and Board approval of the creation of the Brescia School of Food and Nutritional Sciences in the Faculty of Health Sciences, and on the closing of the Brescia-Western integration, that on the recommendation of the Operations/Agenda Committee, Senate approve that effective May 1, 2024, the Faculty of Health Sciences' *Faculty Council Constitution - Composition and Rules of Procedure* be revised as shown in item 6.1.

CARRIED

ITEM 6.2 – Amendments to the Senate By-Laws

The revisions to the Senate By-Law were presented for information, given the 14-day notice requirement for changes to the By-Laws and will be brought to Senate for approval at the April meeting.

REPORT OF THE SENATE NOMINATING COMMITTEE

ITEM 7.1 – Membership – Selection/Review Committee for the Dean of Schulich School of Medicine & Dentistry

Lisa Henderson, Lisa Cechetto and Denis Maxwell were acclaimed to the Selection/Review Committee for the Dean of Schulich School of Medicine & Dentistry.

ITEM 7.2 – Membership – Selection Committee for an Associate Vice-President, Research (Health)

Miriam Capretz, Isaac Luginaah, Angela Roberts and Kevin Moore were acclaimed to the Selection Committee for an Associate Vice-President, Research (Health).

REPORT OF THE SENATE COMMITTEE ON ACADEMIC POLICY

ITEM 8.1 – Revisions to the Policy on "Admissions", School of Graduate and Postdoctoral Studies

On behalf of the Senate Committee on Academic Policy, M. Adler presented the revisions to the Policy on "Admissions", School of Graduate and Postdoctoral Studies for approval.

It was moved by M. Adler,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective March 15, 2024, the Graduate and Postdoctoral Studies policy on "Admissions" be revised as shown in Item 8.1.

CARRIED

ITEM 8.2 – Revisions to the Policy on "Admission – MD Program"

On behalf of the Senate Committee on Academic Policy, M. Adler presented the revisions to the Policy on "Admission – MD Program".

It was moved by M. Adler,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on "Admission – MD Program" be revised as shown in Item 8.2.

CARRIED

ITEM 8.3 – Revisions to the Policy on "Course Outlines"

On behalf of the Senate Committee on Academic Policy, M. Adler presented the revisions to the Policy on "Course Outlines" for approval.

A Senator raised concerns referring to the earlier discussion at Senate with respect to the requirement for a mandatory statement on Gender-Based and Sexual Violence to be included as part of all course outlines. They suggested an alternative solution to keep the additional statements as a resource in a prominent location. In response to the concerns, S. Lewis, Vice-Provost (Academic Programs), provided rationale for adding a statement on Gender-Based and Sexual Violence to the course outline and advised that the inclusion of a required statement on course outlines was a recommendation included in the final report of the Action Committee on Gender-Based and Sexual Violence. Additionally, she commented on various options for the placement of important information and considerations within this process.

A Student Senator expressed support for the inclusion of the statement on Gender-Based and Sexual Violence to ensure easy access to information for students.

It was moved by M. Adler,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on "Course Outlines" be revised as shown in Item 8.3.

CARRIED

ITEM 8.4 – Academic Policy Working Group Update: Academic Consideration Policy – Report on Consultations

S. Lewis, Vice-Provost (Academic Programs), and M. Modeski, University Registrar, presented an update from the Academic Policy Working Group on the Academic Consideration Policy (Appendix A).

M. Modeski provided a high-level summary of the results from consultations that occurred across campus with respect to the academic consideration policy.

S. Lewis commented on medical documentation associated with academic considerations and advised on resolving the issue of students' access to medical notes under the undergraduate health plan. Additionally, S. Lewis provided the key issues identified from the consultations that need to be addressed.

In response to a question from a Senator, S. Lewis clarified that this policy specifically pertains to undergraduate students.

M. Modeski addressed a question of clarification regarding online opportunities for completing

makeup exams.

A Senator made an observation regarding the need to outline specific procedures for group projects. M. Modeski noted that this point will be discussed by the working group. S. Lewis recommended considering different levels of consideration, including both central policy and specific regulations by the Faculties.

Senators were invited to provide their questions and concerns to the working group through email.

REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)

ITEM 10.1– Faculty of Health Sciences: Approval for the Creation of a New School Named the Brescia School of Food and Nutritional Sciences

On behalf of the Senate Committee on University Planning, D. Laird presented for approval the Creation of a new school named the Brescia School of Food and Nutritional Sciences.

It was moved by D. Laird,

> That on the recommendation of the Senate Committee on University Planning, Senate approve and recommend to the Board of Governors the creation of a new School in the Faculty of Health Sciences, named the Brescia School of Food and Nutritional Sciences, effective May 1, 2024, conditional on approval by the Board of Governors and the closing of the merger as contemplated in the MOA between Western University and Brescia University College approved January 10, 2024.

CARRIED

REPORT OF THE UNIVERSITY RESEARCH BOARD (URB)

ITEM 11.1 – Western Postdoctoral Status Report

K. Siddiqui, Vice-Provost (Graduate and Postdoctoral Studies) provided a presentation on the data generated by the School of Graduate and Postdoctoral Studies on the postdoctoral scholars at Western, including but not limited to, various metrics broken down by the faculty, residency, and countries of origin (Appendix B). Additionally, he provided data on the average gross salary range across Canada and in comparison with Western's figures.

K. Siddiqui responded to questions of clarification regarding the data presented and advised that about 70% of postdoctoral scholars are funded through research grants.

A Senator made an observation emphasizing the importance of postdoctoral funding.

K. Siddiqui addressed a question regarding Western’s position in comparison to other institutions within the U-15 group.

CONSENT AGENDA ITEMS

REPORT FROM THE OPERATIONS / AGENDA COMMITTEE (OAC)

Information Items Reported by OAC on Unanimous Consent:

- ITEM 13.1(a) – Appointment of Officers of Convocation
- ITEM 13.1(b) – Senate Membership – Vacancies Filled by Appointment
- ITEM 13.1(c) – Schedule of Senate and Senate Committee Meetings (2024-25)
- ITEM 13.1(d) – Senate Election Results (2024)
- ITEM 13.1(e) – Equity, Diversity, Inclusion, and Decolonization (EDI-D) Self-identification Information – Nominees for Senate in the Faculty and Administrative Staff, Undergraduate Student, and Graduate Student Constituencies (2022-2024)

REPORT FROM THE SENATE NOMINATING COMMITTEE

Information Items Reported by the Nominating Committee on Unanimous Consent:

- ITEM 13.2(a) – Senate Membership – Full-time Administrative Staff

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC POLICY

ITEM 13.3(a) – Revisions to the Policy on "Marks/Grades; Definitions of Grades; Grading Scale for Undergraduate Students"

It was moved by B. Cheadle, seconded by C. Steeves,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2024, the policy on "Marks/Grades; Definitions of Grades; Grading Scale for Undergraduate Students" be revised as shown in Item 13.3(a).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.3(b)(ii) – School of Graduate and Postdoctoral Studies: Revisions to the Policy on "Registration"

It was moved by B. Cheadle, seconded by C. Steeves,

> That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective March 15, 2024, the Graduate and Postdoctoral Studies policy on "Registration" be revised as shown in Item 13.3(b)(ii).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.3(b)(iii) – School of Graduate and Postdoctoral Studies: Revisions to the Policy on "Program Design – Course Registration"

It was moved by B. Cheadle, seconded by C. Steeves,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective March 15, 2024, the Graduate and Postdoctoral Studies policy on "Program Design – Course Registration" be revised as shown in Item 13.3(b)(iii).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.3(b)(iv) – School of Graduate and Postdoctoral Studies: Revisions to the Policy on "Program Design – Courses, Milestones and Course Outlines"

It was moved by B. Cheadle, seconded by C. Steeves,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective March 15, 2024, the Graduate and Postdoctoral Studies policy on "Program Design – Courses, Milestones and Course Outlines" be revised as shown in Item 13.3(b)(iv).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.3(b)(v) – School of Graduate and Postdoctoral Studies: Rescindment of the Policy on "Graduate Study at Western for Non-Western Students"

It was moved by B. Cheadle, seconded by C. Steeves,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective March 15, 2024, the School of Graduate and Postdoctoral Studies policy on "Graduate Study at Western for NonWestern Students" be rescinded as Senate Academic Policy.

CARRIED BY UNANIMOUS CONSENT

Information Items Reported by the Senate Committee on Academic Policy

- ITEM 13.3(b)(i) – School of Graduate and Postdoctoral Studies: Overview
- ITEM 13.3(b)(vi) – School of Graduate and Postdoctoral Studies: Policy on "Academic Integrity"
- ITEM 13.3(b)(vii) – School of Graduate and Postdoctoral Studies: Policy on "External Scholarships on Transcripts"
- ITEM 13.3(b)(viii) – School of Graduate and Postdoctoral Studies: Policy on "Thesis"
- ITEM 13.3(b)(ix) – School of Graduate and Postdoctoral Studies: Policy on "Assessing Student Progress in Multi-Year Research Based Programs"
- ITEM 13.3(b)(x) – School of Graduate and Postdoctoral Studies: Policy on "Graduation"
- ITEM 13.3(b)(xi) – SGPS Regulation: General Introduction to School of Graduate & Postdoctoral Studies Policies and Regulations
- ITEM 13.3(b)(xii) – SGPS Regulation: Graduate Programs
- ITEM 13.3(b)(xiii) – SGPS Regulation: Financial Support
- ITEM 13.3(b)(xiv) – SGPS Regulation: Professional and Career Engagement
- ITEM 13.3(b)(xv) – SGPS Regulation: SGPS Membership
- ITEM 13.3(b)(xvi) – SGPS Regulation: Supervision
- ITEM 13.3(b)(xvii) – SGPS Regulation: Support Services for Students with Disabilities

REPORT FROM THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)

ITEM 13.4(a) – Faculty of Engineering, Department of Electrical and Computer Engineering: Revisions to the Admission Requirements of the Software Engineering Program and Revisions to the Program Requirements of the Software Engineering Options

It was moved by B. Cheadle, seconded by C. Steeves,

> That on the recommendation of ACA, Senate approve that effective September 1, 2024, the admission and program requirements of the Software Engineering Program, offered by the Department of Electrical and Computer Engineering in the Faculty of Engineering, be revised as shown in Item 13.4(a), and
>
> That effective September 1, 2024, the program requirements of the following Software Engineering Options be revised as shown in Item 13.4(a):
>
> Software Engineering Program
> B. Software Engineering /HBA
> C. Software Engineering/Law

CARRIED BY UNANIMOUS CONSENT

ITEM 13.4(b) – Faculty of Health Sciences, Arthur Labatt Family School of Nursing: Revisions to the Program Requirements of the RPN Pathway within the Compressed Time Frame Bachelor of Science in Nursing (BScN)

It was moved by B. Cheadle, seconded by C. Steeves,

> That on the recommendation of ACA, Senate approve that effective September 1, 2024, the program requirements of the RPN Pathway within the Compressed Time Frame Bachelor of Science in Nursing (BScN), offered by the Arthur Labatt Family School of Nursing in the Faculty of Health Sciences, be revised as shown in Item 13.4(b).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.4(c) – Schulich School of Medicine & Dentistry, Department of Medical Biophysics and Faculty of Science: Revisions to the Admission and Program Requirements of the Honours Specialization in Medical Biophysics (Medical Science Concentration)

It was moved by B. Cheadle, seconded by C. Steeves,

> That on the recommendation of ACA, Senate approve that effective, September 1, 2024, the admission and program requirements of the Honours Specialization in Medical Biophysics (Medical Science Concentration), offered by the Department of Medical Biophysics in the Schulich School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 13.4(c).

CARRIED BY UNANIMOUS CONSENT

ITEM 13.4(d) – King's University College: Revisions to the Admission and Program Requirements of Management and Organizational Studies Modules

It was moved by B. Cheadle, seconded by C. Steeves,

That on the recommendation of ACA, Senate approve that effective September 1, 2024, the admission and program requirements of the following Management and Organizational Studies modules, offered by King's University College, be revised as shown in Item 13.4(d).

Honours Specialization in Accounting
Specialization in Accounting
Honours Specialization in Finance and Administration
Specialization in Finance and Administration
Honours Specialization in Global Commerce
Specialization in Global Commerce
Honours Specialization in Organizational and Human Resources
Specialization in Organizational and Human Resources
Major in Accounting
Major in Global Commerce
Major in Organizational and Human Resources
Major in Management and Organizational Studies

CARRIED BY UNANIMOUS CONSENT

ITEM 13.4(e) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Arts (MA) and Doctor of Philosophy (PhD) in Media Studies

It was moved by B. Cheadle, seconded by C. Steeves,

That on the recommendation of ACA, Senate approve that effective May 1, 2024, the Master of Arts (MA) and Doctor of Philosophy (PhD) in Media Studies be revised as shown in Item 13.4(e).

CARRIED BY UNANIMOUS CONSENT

Information Items Reported by ACA on Unanimous Consent:

- ITEM 13.4(f) – Undergraduate Sessional Dates (2024-25)
- ITEM 13.4(g) – New Donor-Funded Scholarships, Awards and Prizes

ITEMS REMOVED FROM THE CONSENT AGENDA

ITEM 13.5(a) – Vice-Provost's Annual Report on Faculty Recruitment and Retention

A Senator requested this item be removed from the Consent Agenda as they wanted to have more information regarding the recruitment and retention data.

M. McGlynn, Vice-Provost (Academic Planning, Policy & Faculty), commented on the metrics presented on faculty recruitment and retention, broken down by gender balance, total resignations, and degree credit courses taught by part-time faculty across different faculty.

M. McGlynn responded to questions of clarification regarding probationary and tenured faculty data and mentioned that the category of probationary teaching scholars was presented separately four years ago and this category should be counted in overall numbers. She noted that the increase in the limited-term appointments is driven by Faculty needs.

M. McGlynn emphasized that all the categories presented in the report are identified by the collective agreement.

DISCUSSION AND QUESTION PERIOD

The full text of the questions submitted in advance of the meeting was posted in the Agenda at Item 14.0 prior to the meeting. The questions and responses are summarized below:

1. A Senator raised a question of clarification concerning the two significant changes to Western's education program, shortening the degree duration, and upgrading the B.Ed. to a Master of Teaching and Learning and with respect to potential implications of these changes.

D. Kotsopoulos, Dean of the Faculty of Education, provided clarification on matters related to the rationale for the changes in the teacher education program. These matters include the transformation of the program over the years, which initially was presented at the Master's level and subsequently changed to a Bachelor of Education, as well as the potential benefits for students.

2. A Student Senator raised a question with respect to Ramadan and accommodation for religious holidays, specifically concerning the problems that students encounter.

In response to this question S. Lewis provided a presentation (Appendix C) that included information on several reviews of the policy on accommodation for religious holidays, feedback from Senate, U15 policy approaches, along with the next planned steps for updates to the policy.

A Student Senator made an observation that implementing a central policy would be more appropriate, rather than addressing issues at the instructor level.

3. A Senator raised a question regarding the future of the Senate seats designated to Brescia University College after May 1, 2024.

C. Whippey, Associate University Secretary, stated that the Senate membership is governed by the UWO Act and once the integration is completed the Senate membership will be revised to align with the Act.

In response to a question from a Senator regarding the funding perspective for graduate students, K. Siddiqui, Vice-Provost (Graduate and Postdoctoral Studies) stated that the minimum funding for graduate students at Western was increased in 2023 and monitoring is still ongoing.

K. Siddiqui addressed questions of clarification on the approach to increasing graduate funding.

ADJOURNMENT

The meeting adjourned at 3:37 p.m.

_____ _____

A. Shepard
Chair

C. Whippey
Associate University Secretary

Academic Consideration Policy Consultations

Presentation to Senate

March 15, 2024

Marisa Modeski
University Registrar

Susan Lewis
Vice-Provost (Academic Programs)

Consultations across campus

Consultation Groups

- Health Sciences
- Music
- Arts & Humanities
- Science
- Academic Advising Managers
- Engineering
- Social Science
- Information & Media Studies
- Basic Medical Sciences Undergraduate Education
- Huron
- King's
- University Student's Council
- UWOFA

Consultations across campus

Additional Notes

- Susan and/or Marisa attended every policy consultation meeting
- Roughly 60 faculty members and 20 students were present – mix of Faculty EPC meetings, and meetings set up with the sole purpose of discussing this policy
- Notes were taken at each meeting (without attribution)
- Summary themes provided to Working Group and Senate
- Consultations took place January – March
- Dr. James Stewart (Physician Team Lead, Health and Wellness) and legal counsel also consulted

Exams and Midterm Tests

- Desire for hard stop for make-up exams. Students should be made aware of the consequences of missing an exam
  - For example… Final → make-up exam → next offering of the course → WD
- Desire for central support to organize and proctor make-up midterms and final exams, especially for limited-duty instructors
- Difficult to reach consensus over maximum re-weighting of final exams in campus-wide policy

Flexibility

- Several faculty members are incorporating flexibility in their courses, many very effective in reducing the need for consideration
- The policy should not include direct examples of flexibility – those will be part of a separate resource
- Desire for a barrier for considerations when flexibility is clearly stated within the course outline. Instructors may desire the ability to “reject due to built-in consideration”

Medical Documentation

- Over 70% of academic consideration requests include medical documentation
- With the exception of a fraudulent note, the documentation is accepted
- With the emergence of Telehealth and medical notes being included in the Student Healthcare Plan, there is no barrier to receiving a medical note

Procedure

- Central portal for intake of consideration requests will allow for more detailed tracking, central support for triaging and processing requests
- Students, advisors, and instructors need detailed documentation on how any new processes work
- More impetus on student to provide information for each request (ex. course and component missed) and attestation of information before submission

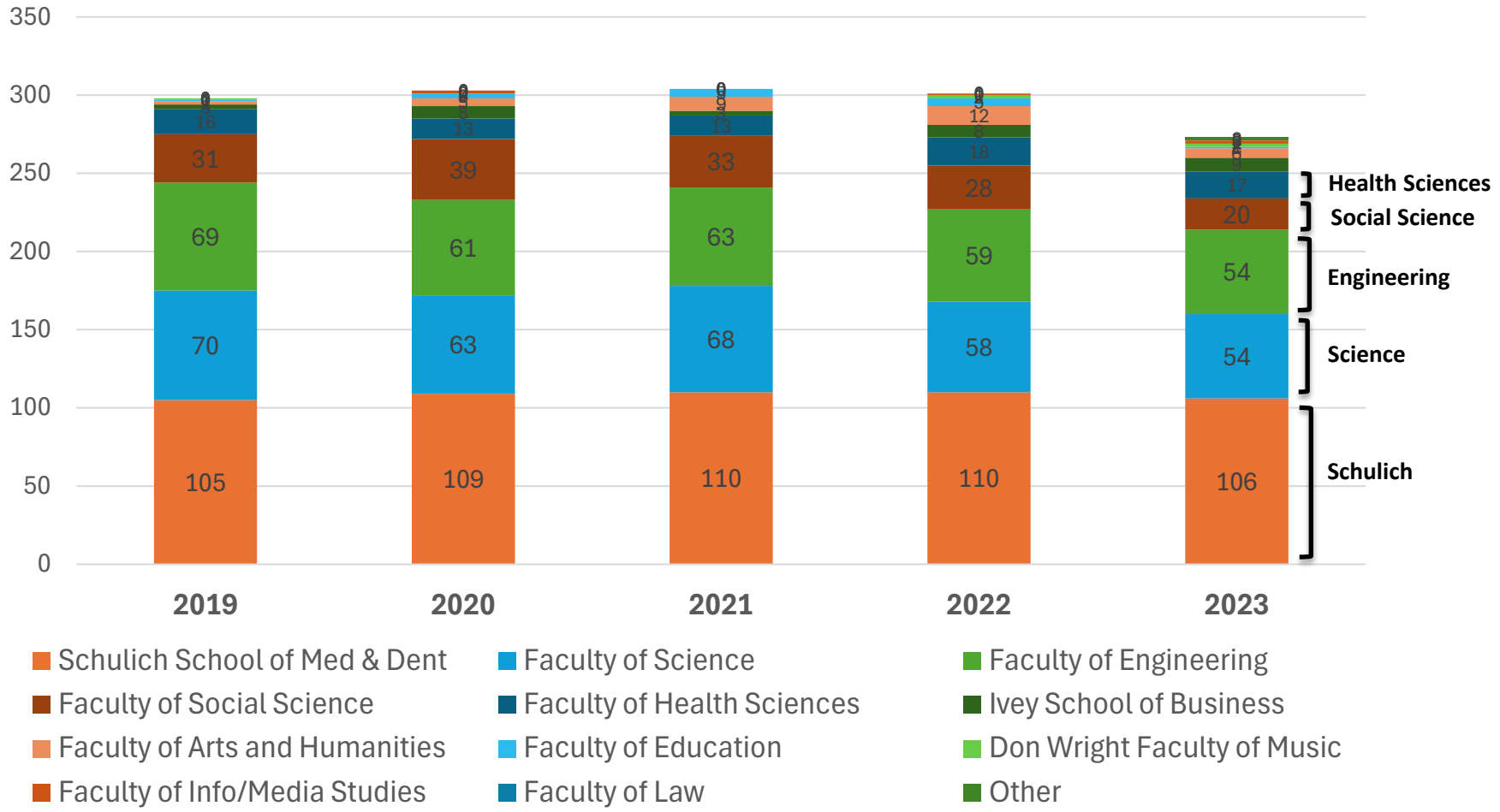
Key Questions Moving Forward

- What role should medical documentation play?
- At what point have the essential course components not been completed? How much missed work is too much? How many special exams is too many?
- What supports would be needed for implementation?
- Would considerations be submitted by course, or by length of absence (cover all courses in that time frame)?
- Currently, requests for consideration for missed work less than 10% are handled directly with the instructor (without documentation). Is this something we want to maintain?

Postdoctoral Scholars at Western

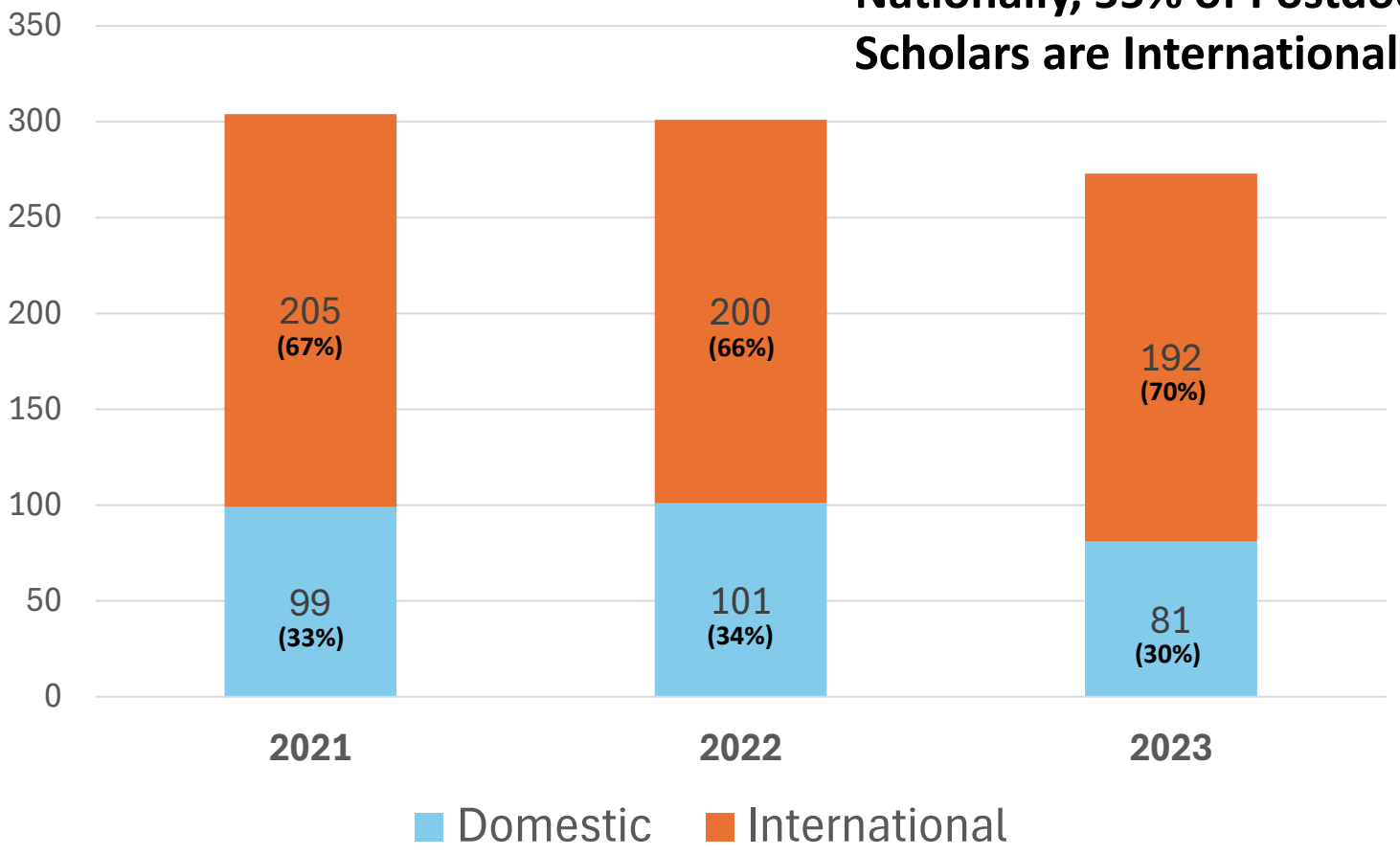
March 15, 2024

Appointment History by Faculty



Appointment History by Residency

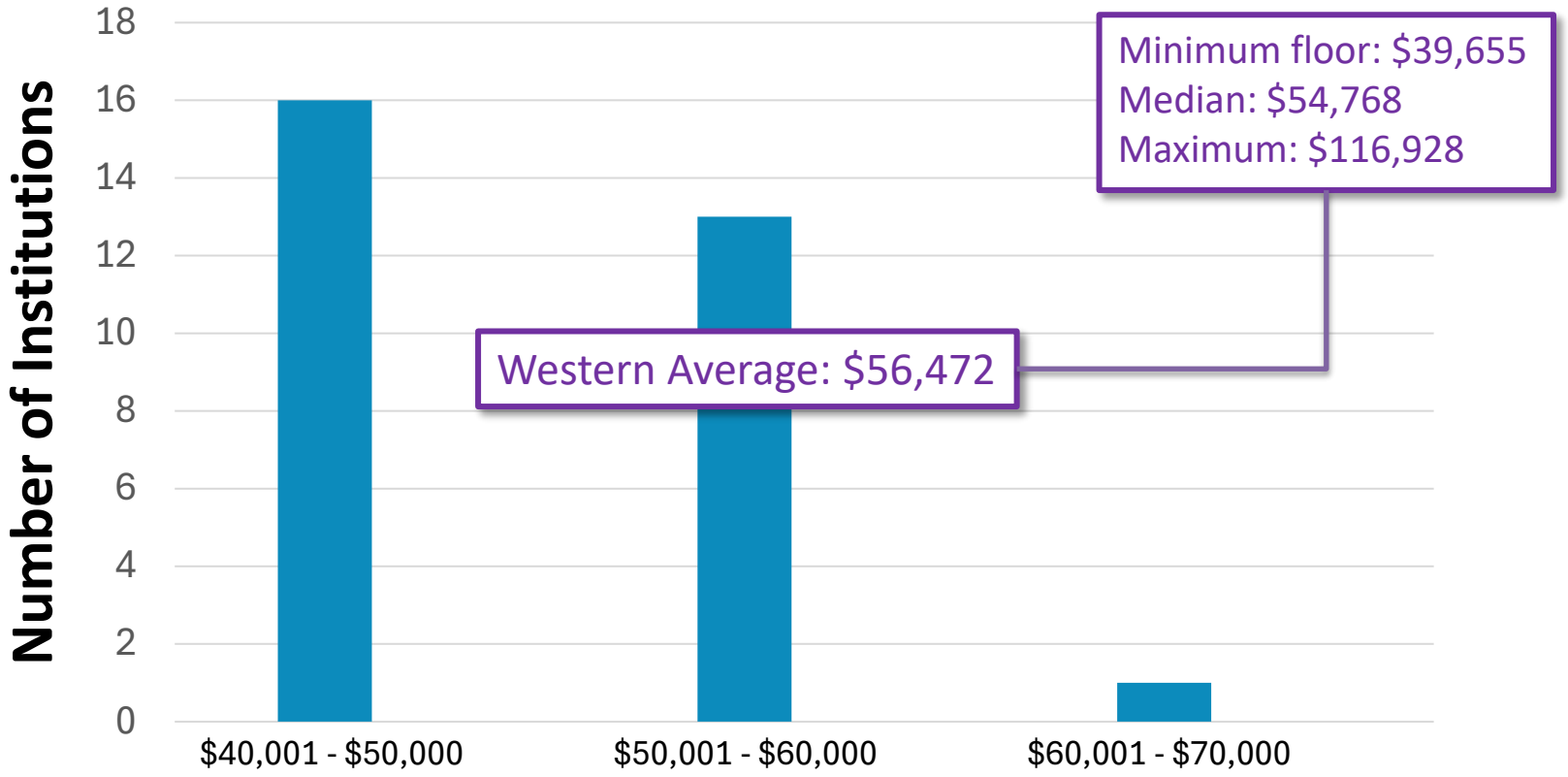
Nationally, 55% of Postdoctoral Scholars are International (2022)



Countries of Origin

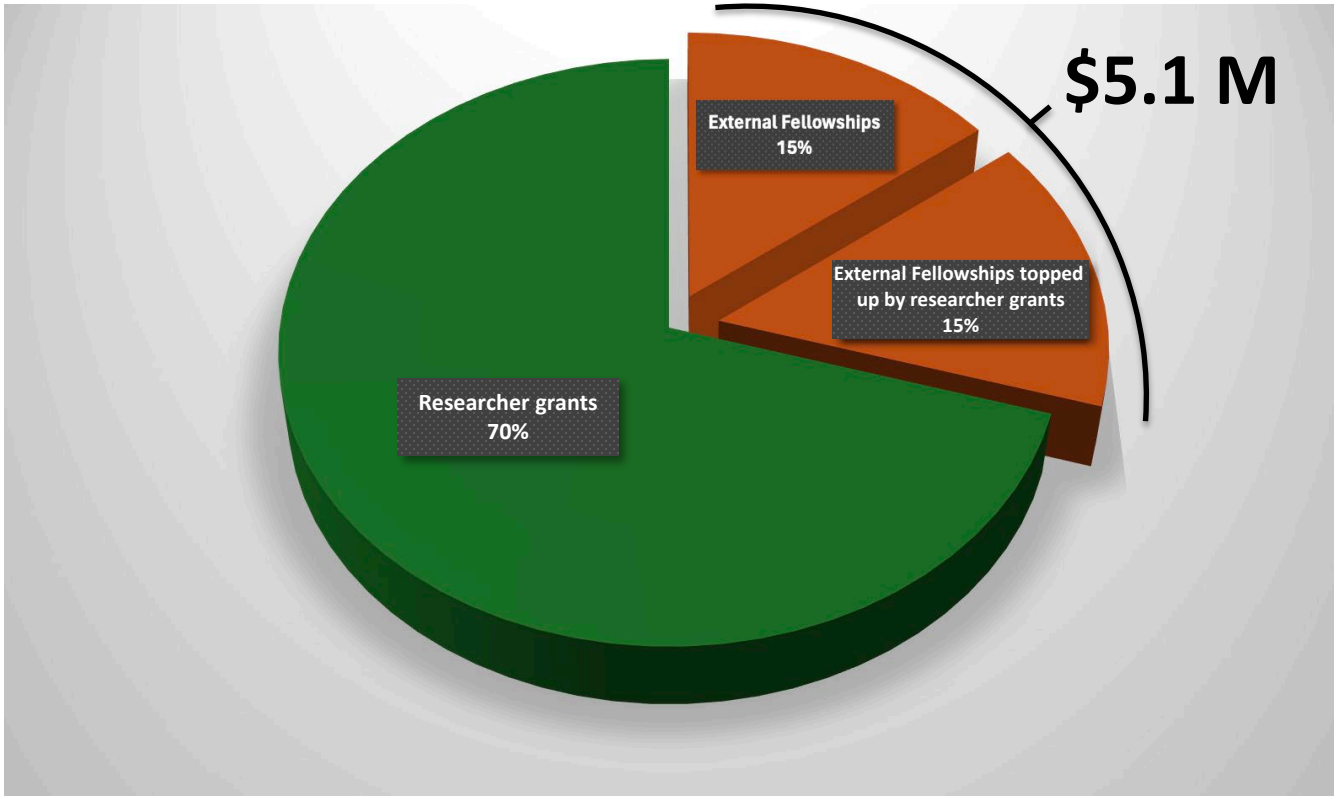
Country	Number of Postdocs	% of Total Postdocs
Canada	77	25.0%
China	42	13.6%
Iran (Islamic Republic Of)	23	7.5%
India	15	4.9%
Brazil	12	3.9%
Italy	9	2.9%
United States	7	2.3%
Egypt	6	1.9%
Mexico	6	1.9%
Turkey	6	1.9%
All Others	105	34.1%

Average Gross Salary Range Across Canada | Western Comparison



Data from National Institutional Survey, 2022;
Canadian Association of Postdoctoral Administrators

Current Major External Fellowships



- Banting Postdoctoral Fellowship
- Marie Sklodwoska-Curie Postdoctoral Fellowship
- Queens Elizabeth Jubilee Black Scholars Fellowship
- CIHR Research, Excellence, Diversity, and Independence
- Swedish Research Council
- Japan Society for the Promotion of Science

Ramadan and Accommodation for Religious Holidays

Senate
March 15, 2024

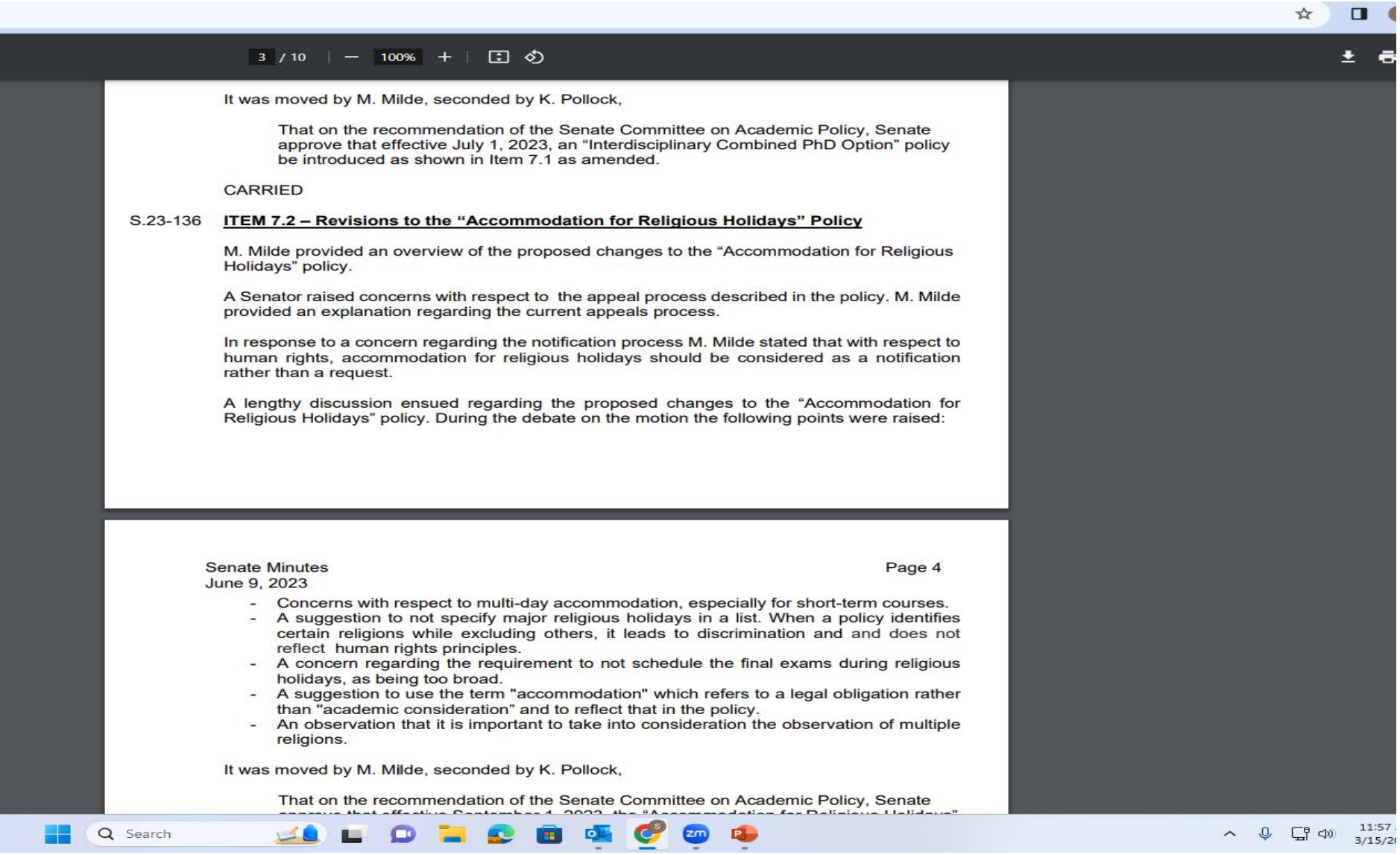
Susan Lewis
Vice-Provost (Academic Programs)

Accommodation for Religious Holidays

- “no student penalized for absence because of religious reasons”
- Instructor level – consult Department Chair and Dean, if necessary
- Student to inform instructor as soon as possible
- Resources: list of dates, Office of Equity, Diversity and Inclusion,

Canadian Centre for Diversity and Inclusion (CCDI) Diversity Calendar

- Desire for policy renewal: spiritual observances, notification route, student-facing guidance



3 / 10 — 100%

It was moved by M. Milde, seconded by K. Pollock,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective July 1, 2023, an "Interdisciplinary Combined PhD Option" policy be introduced as shown in Item 7.1 as amended.

CARRIED

S.23-136 **ITEM 7.2 – Revisions to the "Accommodation for Religious Holidays" Policy**

M. Milde provided an overview of the proposed changes to the "Accommodation for Religious Holidays" policy.

A Senator raised concerns with respect to the appeal process described in the policy. M. Milde provided an explanation regarding the current appeals process.

In response to a concern regarding the notification process M. Milde stated that with respect to human rights, accommodation for religious holidays should be considered as a notification rather than a request.

A lengthy discussion ensued regarding the proposed changes to the "Accommodation for Religious Holidays" policy. During the debate on the motion the following points were raised:

- Concerns with respect to multi-day accommodation, especially for short-term courses.
- A suggestion to not specify major religious holidays in a list. When a policy identifies certain religions while excluding others, it leads to discrimination and and does not reflect human rights principles.
- A concern regarding the requirement to not schedule the final exams during religious holidays, as being too broad.
- A suggestion to use the term "accommodation" which refers to a legal obligation rather than "academic consideration" and to reflect that in the policy.
- An observation that it is important to take into consideration the observation of multiple religions.

It was moved by M. Milde, seconded by K. Pollock,

That on the recommendation of the Senate Committee on Academic Policy, Senate

Search

11:57
3/15/2

Accommodation for Religious Holidays

Feedback from Senate on Accommodation for Religious Holidays Policy Update – June 9, 2023

- Concerns with multi-day accommodation, especially for short-term courses

- Recommendation to not specify major religious holidays in a list, identifying certain religions and excluding others does not reflect human rights principles

Accommodation for Religious Holidays

- Concerns over requirement to not schedule final exams during religious holidays
- Suggestion to use term “accommodation” which refers to legal obligation rather than “academic consideration” in policy
- Observation that it is important to take into consideration the observation of multiple religions

Environmental Scan of U15 Policies

- Undertaken spring 2023 and will be updated
- Dates published in advance
- Commitment to reasonable accommodation
- Opportunity to provide more guidance to students
  - UBC A Student's Guide to Accommodations during Ramadan 2023
  - McGill University Ramadan 2024 includes "Academic Accommodations"

2024 and next steps

- Midterms and study days
- Two communications to Faculties on Ramadan and Eid
- Utilize the current policy to request accommodation
- Consultations on updates to the policy